



Communiqué

October, 1999 In this issue:

Hit your Back Button to return to the top of this page.

President's Report	Information for Lawyers in Sole Practice
Equity Model Policies	Four Scary Stories for Halloween
Benchers' Meeting Highlights	Notice of Benchers' Meeting
Where Were You in 1950?	Membership Changes
Crime and Punishment	Last Chance for Millennium Contest
The Value of Diversity	Benchers' Attendance Record
Northern Exposure	Safe Counsel
Q.C. Appointments	In Memoriam



PRESIDENT'S REPORT

Bjorn Christianson, Q.C.

The office of President of the Law Society of Manitoba does not come with an operator's manual. If I had realized that, perhaps I would have watched my predecessors more closely. In any event, one fine day I am told that my President's Report for the Communiqué is due. Fine. So what are the rules? Well, write something presidential. At that point I felt somewhat like Noah in Bill Cosby's skit "build Me an ark."

The President's Report is of fairly recent origin. The old-style Communiqué was just notices and the full text of the Benchers Meeting minutes. The new-style Communiqué (i.e. without the minutes) made its first appearance with the July/August 1994 edition. In June 1995 we got adventurous and put the President's picture on the front page. It was not until January 1996 that the then-President, now Madam Justice Laurie Allen, contributed "a Message from the President". In June 1996 John Neufeld wrote the first President's Report, so-titled. As an aside, it was about the Federation of Law Societies of Canada, Competence and Libraries. If I wanted to, I could write about the same three topics; they are all still live issues. In future reports, I

could spend some time summarizing these currently hot topics: restructuring of the Federation, virtual libraries, law and technology issues, equity, multi-disciplinary practices, defining competence (a sub-text under Competence), title insurance, discipline process review, and mentorship, to name a few.

On the other hand, there is so much going on, of varying degrees of importance to various segments of the profession, it is impossible to write a President's Report that satisfies everyone we are doing something *useful* (usually defined as something of importance and interest to that reader) as opposed to wasting your time and money (defined as doing something the reader does not like or, at best, has no interest in). Might there be a different approach?

This document is for "communication" and so, on this first opportunity, I am going to use this soapbox to remind you that communication is a two-way street. Every lawyer in this Province is responsible for governing our profession; see your Code of Conduct, Chapter 15, Commentary 6. Self-governance is only a privilege, not a right. If we do not do it properly, we will lose the privilege. If we do not do it right, we will lose our independence. If we ever act in a manner that is contrary to the public interest, or if we are ever *perceived* as acting in such a manner, our privilege and independence will be gone faster than you can say "a popular move". And, frankly, so it must be.

Having said that, however, it is in everyone's best interests - public and lawyer alike - that governance is conducted in a reasonable, effective, and intelligent manner. Sitting on this side of the table, I might think we are doing a damn fine job. Sitting on the other side of the table, you might think otherwise. If you do, my mailing address is Box 940, Portage la Prairie MB R1N 3C4, my e-mail address is epost@CandC.mb.ca, my fax number is 857-3335, my office phone number is 857- 7851 and my home number is 239-6411. I am also prepared to meet with you, you and your friends, your firm, and anybody else who is interested in talking to me about the Law Society, anywhere and anytime (within reason, Scott, I have already been to The Pas once this year). It is that old retail saying: if you are happy, tell others; if you are not happy, tell me. Do not rely on any single source of information to find out what your Benchers are up to and do not rest with the view that something the Benchers or I, personally, have said or done is dumb. It might very well be dumb but call and ask me first.

If you think you would be wasting your time talking to the figurehead, please let me remind you that I am not the only Benchers. Below is a list of all of your Benchers. If you want to get your answers from one of them, or if you want to cross-check what you are hearing from me, call them.

In closing, I have to tell you the first quarter of this term has reinforced my belief that, no matter what our shortcomings might be and no matter how heavy the responsibilities that go with it, the best imaginable system for governing the legal profession is what we have: responsible, independent, self-governance. Let us keep it that way.

Winnipeg Electoral District

Green, Q.C., Sidney 783-0746

Haight, William G. 942-3361

Jensen, Paul L. 945-2857

Killeen, Timothy J.P. 987-2777

Leonoff, Q.C., Heather 945-0717

Central Electoral District

Christianson, Q.C., Bjorn 857-7851

Dauphin Electoral District

Semchuk, Alan J. 638-3211

Peters, Herbert J. 957-4634
Riley, G. Patrick 988-0448
Smorang, Q.C., Garth 949-1710
Spivak, Lori 957-4649
Wright, Campbell G. 956-3537

Eastern Electoral District
Wasel, Lewis D. 482-7425

Northern Electoral District
Bates, Gordon D. 677-1227

Western Electoral District
Johnston, William 727-8491
Riedel, Q.C., Wolfgang 727-8461

Law Society President, Bjorn Christianson, Q.C., wired for sound at the Federation of Law Societies' meetings, preaching the gospel of Federation reform in both official languages.

INFORMATION FOR LAWYERS IN SOLE PRACTICE

Marilyn Billinkoff
Deputy Chief Executive Officer

Thinking of winding up your practice?

The Law Society has recently developed a checklist for lawyers in sole practice who are thinking about winding up their practices. If you're thinking of retiring but don't know how to approach this seemingly daunting task, call us. We'll send you the checklist, which covers issues such as transferring open files to new counsel, disposing of closed files, billing clients, closing out trust accounts, liability insurance coverage and law society requirements. Contact Lana Williams, Assistant to the Deputy CEO if you would like a copy of the materials.

What if the unthinkable happens?

Nobody wants to think about becoming ill or dying. However, when a sole practitioner becomes seriously ill or dies suddenly, his or her family not only has to deal with the sudden grief or loss, but also with the question of what to do about the lawyer's law practice. The Law Society has to ensure that client interests are protected. Practice Direction 89-04 encourages sole practitioners to advise the Society in writing of the name of a practising Manitoba lawyer to whom they wish to entrust their law practice in the event of their disability or death. While ultimately the choice of new counsel is the clients' to make, having a designated lawyer identified in advance allows emergencies to be dealt with on short notice, at least on a temporary basis. If a custodian must be appointed by the court, then the Society has available to it the wishes of the member. Consider talking to a colleague about taking on this responsibility. Perhaps you can offer to do the same for him or her. Having another lawyer immediately available to discuss short-term arrangements instead of leaving these issues for family to sort out, eases their burden in addition to assisting the Law Society. Please forward any written requests under Practice Direction 89-04 to Marilyn Billinkoff, Deputy CEO. Although requests are not binding on the Society, every attempt will be made to accommodate your wishes.

Equity Model Policies: We'd Like to Hear from You

Marilyn Billinkoff
Deputy Chief Executive Officer

Enclosed with this mailing is a guideline and model policy on Alternative Work Schedules prepared by the Law Society's Equity Committee. It is offered as a tool to assist firms in accommodating lawyers who wish to work reduced hours or on a more flexible schedule as a result of family responsibilities or other circumstances. In preparing the guideline and policy the committee reviewed model policies recommended for use by the Law Societies of British Columbia and Alberta and the Nova Scotia Barristers' Society. The committee also reviewed materials prepared by the American Bar Association and then sifted through all the information at its disposal to create a document relevant to Manitoba lawyers. This is the first of several model policies that the Equity Committee plans to develop to assist members of the profession. Next on the drawing board is a model policy on Parental Leave. However, before the Committee commences its work, it would like some input from law firms and members of the legal profession.

Law firms who already have a written parental leave policy in place are asked to provide a copy to the Equity Committee. If firms do not have a policy, the Committee would like to know if one would be of interest to you. The Committee would also like to hear from firms about their experiences when associates have taken parental leave as well as from individual lawyers about their experiences. While the identity of respondents commenting about their experiences will be kept confidential, anyone who is uncomfortable about signing his or her name to correspondence should feel free to respond anonymously.

The Law Society of Manitoba currently has no method for tracking the number of lawyers taking parental leave and has no information on the experiences of the profession in this regard. Information and input from members and law firms would therefore be extremely helpful to the Committee.

Please send your comments and copies of firm policies to my attention or to Garth Smorang, Chair of the Equity Committee.

FOUR SCARY STORIES FOR HALLOWEEN

Allan Fineblit, Q.C.
Chief Executive Officer

These are all true. They all happened to Manitoba lawyers. A few minor details have been changed to protect the innocent.

Story #1 A large Winnipeg law firm sold off its old computer system. The new owner (not a lawyer) was fiddling with the server and discovered the firm's entire database – yes, all the client files and copies of every letter and document that had been on the firm's system. Now don't get the wrong idea. The firm had hired reliable people to purge their data before they sold the hardware. It just wasn't done properly. Luckily the equipment ended up with responsible people who did the responsible thing, but the potential for harm is, well,...scary.

Story #2

A lawyer kept all of his client files on his laptop computer. He didn't backup his files and he didn't use a password to limit access to his files. And why would he since he carried his laptop

with him at all times? Well, except that one time when he left it in the back seat of his car for a few minutes. Yep, you guessed it, all he has left is broken glass and well...a scary story.

Story #3

A law firm decided to get modern and each lawyer was assigned their own e-mail address. Most of them printed their direct e-mail address on their letterhead, just under their direct phone number. One of these lawyers was getting annoyed at a lawyer on the other side of a matter who seemed to be very slow at providing information in spite of numerous undertakings. Finally a deadline was given, came and went. Feeling miffed, the lawyer drafted documents seeking an order compelling production, filed those documents and had them served. Imagine his shock when he got a call from the lawyer opposite asking if he ever reads his e-mail. Yes, the information had been sent to him by e-mail well before the established deadline. All that time and all those disbursements that can't be billed...now that's **very** scary.

Final Story

A lawyer found a cheap e-mail provider and for several months received excellent service at bargain prices. One day she noticed that it had been several days since she last received any e-mail. When phone calls went unanswered, she decided to pay her e-mail provider a visit. The office space was empty. Unfortunately this wasn't just the end of a good deal. A few weeks later a new provider called to say that they had acquired the assets of the old provider and had several messages for her which they would happily send over...provided she signed up for their service.

So, draw your own conclusions. You can't avoid new technology. All you can do is keep in mind that new technology carries with it new challenges and sometimes a whole new set of issues. Just to be on the safe side, I am still holding on to that manual typewriter I have in the basement. Does anybody know where I can buy a ribbon?

BENCHERS' MEETING HIGHLIGHTS

At their October 14th meeting, Benchers:

- Approved a package of draft Rule changes to facilitate the incorporation of **law corporations**. The Rules will be approved in final form in November and it is expected that the legislation permitting incorporation, which was passed in the last session of the Legislature, will be proclaimed shortly;
- Considered a position paper prepared by the Federation of Law Societies on **multi-disciplinary partnerships** and approved in principle the approach taken by the Federation which is to open the door to lawyers practising in multi-disciplinary partnerships, subject to satisfactory protection of our fundamental values relating to independence, confidentiality, privilege and conflicts of interest;
- Received a Monitoring Report on our five month **financial statements**, showing revenues are pretty much as budgeted and expenditures to date are slightly under budget. Of particular note is a significant increase in the number of practising members from 1,703 last August to 1,737 this year.

The October 14th meeting was extended to a full day to permit Benchers to have an expanded discussion about priorities as a prelude to preparation of next year's budget. At the end of that

discussion, Law Society President, Barney Christianson, Q.C., described the consensus as follows:

1. The Law Society should focus on its core mission, "a public well served by a competent, honourable and independent legal profession";
2. The Law Society should continue to critically examine all its activities (to the extent possible looking at cost and benefit) as against that core mission;
3. The Law Society should consider whether we need to take a proactive approach to issues to enable us to more effectively meet our mission.

NOTICE OF BENCHERS' MEETING

The next meeting of the Benchers of the Law Society of Manitoba will be held on **Thursday, November 25, 1999 at 12:30 p.m.** in the Society's Boardroom, 219 Kennedy Street, Winnipeg, Manitoba. Members of the Society are encouraged to attend and participate in the deliberations of the governing body.

WHERE WERE YOU IN 1950?

Allan Fineblit, Q.C.
Chief Executive Officer

This is the fourth in a five part series inspired by a pile of old Annual Reports found in the basement. In previous issues we looked at the practice of law in 1960, 1982, 1972 and in this issue we look back almost 50 years at legal life in Manitoba in 1950.

E.K. Williams was the Chief Justice of the Court of King's Bench. Frank Burbidge was the President of the Law Society and G.P.R. Tallin was the CEO (in those days the title was Secretary-Treasurer and Editor). There were 538 practising lawyers in Manitoba (there are over 1,700 today), and 138 practised outside of the city of Winnipeg.

Some of the well-known names called to the Bar in 1949 (reported in the 1950 Annual Report) were William Scurfield, Graeme Haig, Louis Deniset, Bill Pearson, Mike Baryluk, Colin Inkster, Don Lamont, Sam Freedman and Mendle Meltzer (who retired this October after 50 years of practice).

Some important Bencher decisions included:

- Increasing the insurance on the library in The Pas from \$500 to \$1,000;
- Purchasing a new chesterfield for the Barristers' lounge;
- Reviewing the position of a number of Benchers who had only Barrister standing;
- Granting \$500 to the MBA for the purpose of the "Harold Lex" public relations program [does anybody out there know what this was?];
- Paying for erecting a memorial tablet in honour of members who served in the Armed Forces in World War II. The tablet was placed on the Southwest wall of the main entrance to the Law Courts Building;
- Creating a special course of instruction for ex-servicemen whose studies had been interrupted. Thirty-five students were enrolled in the 1950 program.
- Where was I in 1950? Sitting on my mother's knee on a train headed for Winnipeg Beach to escape our flooded house.

MEMBERSHIP CHANGES

The following members have voluntarily changed their status as indicated on the dates shown:

Non-Practising to Practising:

September 15, 1999 Karen L. Dyck

Practising to Non-Practising:

September 15, 1999 Margaret B. J. McKenty

October 9, 1999 John J. Van Massenhoven

Practising to Inactive:

August 1, 1999 Carter C. Cottam

August 1, 1999 Janet L.J. Mayor

October 1, 1999 Debra L. Baschuk

October 1, 1999 Jennifer M. Mann

October 12, 1999 Mendle M. Meltzer

Inactive to Practising:

July 12, 1999 Jeffrey B. Echols

September 20, 1999 Jeffrey D. Pniowsky

Transfer from Another Jurisdiction:

The following members were called to the Bar of Manitoba on September 30, 1999 and are now entitled to practice law in this jurisdiction, having fulfilled the requirements of *Rule 99*.

Aliyah Rahaman of the Law Society of Upper Canada

Michelle S.L. Pollock of the Law Society of Alberta

CRIME AND PUNISHMENT

The crime is all too common ... break, enter and theft. The victim, however, was no ordinary citizen. The moral of the story is, don't get caught between Law Society staff and our cookies.

It seems a wee furry creature was stealing Carol Hiebert's junk food. Using only the reasonable force the law permits, Carol rammed the cookie thief into the rolling track of her cupboard door where the felon met its untimely demise. That was the easy part. Dislodging the creature was a job for our esteemed President. The result was somewhat mixed.

Like most heroic deeds, this epic tale was put to verse by one of our members who understandably has asked to remain "anonymouse". We are reprinting only the final verse that recounts the epic battle scene:

*Thank God a country lawyer heard the mighty wail,
The Might Barn', who inspires much fear and dread,
He grabbed the little mousy by the tail,
At which time the creature "lost its head".*

YOUR ABSOLUTE LAST CHANCE

The "Ten Best Manitoba Lawyers Ever" millennium contest closes November 15th, so you won't get another reminder to nominate someone. You can even send me your own list. It's a lot of fun narrowing down the list to only ten ... try it. It's easy to submit names. All I really need is the name or names (though any other information about your nominees is certainly welcome). You can phone, write, fax, e-mail or buttonhole me on the street. There are still several famous names that haven't been nominated. I have 34 names so far and would like 50 to send to the distinguished panel of judges.

THE VALUE OF DIVERSITY

This article, authored by the Equity Ombuspersion, Law Society of Alberta, is reprinted with permission from the Law Society of Alberta.

In the past, workplace diversity has generally been addressed as a human resource issue with legislated parameters. However, recent studies within the corporate sector are showing that workforce diversity is very much a bottom line issue, directly enhancing corporate profitability. According to a study of Standard & Poor's 500, companies with the best track record in hiring minorities and women earned average returns of 18.3% compared to those ranking lowest with an average rate of return of 7.9%.¹ The study concluded that companies with above-average returns were led by CEO's who had loudly and proactively championed diversity. In another diversity study conducted by the Conference Board of Canada, almost 71% of the 150 Canadian companies surveyed were considering ethnocultural diversity as an element in the development of their overall sales and marketing strategies.² Studies such as these are indicating that within an ethnoculturally diverse nation and a global economy, differences and dissimilarities among individuals making up a business entity, be it race, religious beliefs, colour, gender, disability, marital status, age, ancestry, place of origin, family status or sexual orientation, are the wealth of that entity and, if well managed, offer a competitive advantage.³

But this should come as no surprise to us. In Canada, 80% of Canadian immigrants after 1967 have been non-white. By the year 2001, visible minorities are expected to contribute about 20% of Canada's gross domestic product (about \$311 Billion)⁴ and by 2006 will make up close to 20% of the Canadian population.⁵ Women currently own 25% of Canadian small businesses and make up almost 50% of Canada's workforce.⁶ Hand in hand with this reality is an expectation among the public that this diversity will be reflected within the organizations that supply products and services, leading to the response by the corporate sector noted above.

But there is more to it than that. Within a global economy where 10 new products are developed every minute, a company must host and foster an environment of innovation, creativity, diversity, flexibility and synergy to stay competitive. The ability of organizations to understand diverse markets and tap the skills and insights of an increasingly multicultural and diverse workforce plays an integral role in their ability to compete successfully. This challenge has come to be known as diversity management. Diversity management simply means valuing the differences and dissimilarities between individuals in an organization and allowing those individuals to use their distinctiveness to maximize their performance.

What is required to accomplish effective diversity management is initially an attitude shift at the personal, interpersonal and organization levels and to then ensure not only that artificial barriers

are removed, but also that an environment which embraces and celebrates diversity is created and manifested. This may take the form of new approaches to recruitment, flexible work arrangements, virtual offices, marketing from a broader employee base, recognizing special events or celebrations for differing cultures and religions both internally and externally, leadership training, etc.. The results, according to the studies done, can be lucrative. Indeed, a study of 968 publicly traded U.S. companies suggests that if a company improves its management practices by one standard deviation (the amount by which any company is likely to stray from the average), it will achieve a \$27,044 increase in sales, a \$3,814 increase in profits and a \$18,641 increase in market value per employee, in the year following the change. Effective diversity management therefore becomes a matter of business or competitive imperative rather than a human resource issue.

So what does this mean for the legal profession? To be able to offer effective, competitive, legal services to the corporate sector, government and the public in general, the need to respond to and with the realities of ethnocultural diversity are no different.

As a profession we too must host and foster creativity, diversity, flexibility and synergy within the legal workplace to understand and meet the ever-growing needs and demands of our clients. The extent to which we can effectively manage diversity and enable individuals to use their distinctiveness to maximize performance may also be and become the source of competitive edge. In British Columbia, the Law Society feels strongly that valuing and fostering diversity within the legal workplace is key to the long-term health and viability of the profession. The Law Society has embarked upon an initiative of becoming a model employer and diversity manager for its employees and providing an example to the profession as a whole⁹. Their first step is to assess all of their policies and ensure artificial barriers are not somehow built in. Furthermore, training programs will be introduced to ensure a full understanding of the inherent value of diversity within the workplace. New policies and programs may be introduced which more effectively foster openminded and creative thought and approaches. The Law Society of British Columbia is anticipating committing significant resources in the form of time, money and personnel to this initiative.

For the profession as a whole, some firms and departments will already have seen the trends discussed herein and adjusted their management approach to also encourage diversity and individuality in maximizing the potential of their people. Others may disagree, and work to gain competitive edge with a different focus and approach. My goal is simply to raise awareness of the results of research done and the directions being taken within the corporate community. We need, at the very least, to consider the potential.

Notes

1. "Diversity Pays", Workplace News, October 1998, Volume 4, Issue 10, 16.
2. Christine Taylor, "Building a Business Case for Diversity", Canadian Business Review, Spring/Summer 1995, 12.
3. Ken Mark, "Diversity in the Workplace: More and more, business objectives drive workplace diversity", Human Resources Professional, August/September 1998.
4. "Measuring the Impact of Diversity", Issues Paper 12, the Canadian Institute of Chartered Accountants and the Society of Management Accountants of Canada, 1996, 6.
5. See Chart (*not included with this re-print*)
6. Issues Paper, 6.
7. Dr. Jeffrey Gandz, "A Business Case for Diversity", Richard Ivey School of Business, University of Western Ontario, 1998.
8. Mark Huselid, "The impact of human resource management practices on turnover, productivity and corporate financial performance", Academy of Management Journal (June, 1995), 658-662.

9. Presentation by Kuan Foo and Sandra Jakals-Hancock, Calgary, January 25, 1999. The Equity ombudsperson

BENCHER AND REGULAR COMMITTEE MEETING ATTENDANCE

May, 1999 to September, 1999

Name	Admissions and Education	CIC A	CIC B	Discipline	Equity	Practice & Ethics	Professional Liability Claims Fund	Reimbursement	Benchers
Bates, Gordon						2/2		1/1	1/2
Braid, Q.C., Art ¹	1/1								1/1
Burns, William		5/5							2/2
Christianson, Q.C., Bjorn	3/3	3/5	1/2		2/2	2/2			2/2
Curtis, Charles								1/1	1/2
Derksen, Perry ²	3/3								0/2
Finkbeiner, Q.C., Douglas ³					2/2				2/2
Green, Q.C., Sidney			2/2					1/1	2/2
Haight, William									1/2
Jensen, Paul ⁴			2/2						2/2
Johnston, William		4/5						1/1	1/2
Killeen, Timothy		5/5							2/2
Leonoff, Q.C., Heather						1/2			1/2
Morgan, Julie (09/99) ⁵	0/0								0/0
Peters, Herbert	1/3	2/5	1/2		2/2			1/1	2/2
Riedel, Q.C., Wolfgang		3/5							2/2
Riley, G. Patrick			1/2						2/2
Secter, Dean Harvey ⁶	1/2								0/1
Semchuk, Alan	2/3			1					2/2
Smorang, Q.C., Garth			1/2		2/2				2/2
Spivak, Lori			2/2			2/2			1/2
Sullivan, Patti									1/2
Wasel, Lewis						2/2			2/2
Wright, Campbell	3/3								2/2
Wright, Dr. Claudia	2/3			1	2/2				1/2

Note: There were no Professional Liability Claims Fund Committee meetings during this reporting period.
Reflects number of hearings sat as panel member.

Key X/Y:

X = number of meetings attended

Y = number of meetings held

1. Ceased to be a Bencher in June, 1999.
2. Ceased to be Student Bencher in September, 1999.
3. Became a Life Bencher in May, 1999.
4. Became a Bencher in May, 1999.
5. Became Student Bencher in September, 1999.
6. Became Faculty Bencher in June, 1999.

NORTHERN EXPOSURE

On June 11, 1999, Mr. Justice Darichuk spoke to the last Great Northern Bar Meeting of the Millennium in The Pas. He reflected on his former life as a County Court Judge of the Northern Judicial District. The following are some excerpts from his remarks, published and edited with his permission:

"As most of you are aware, the County Courts were an intermediate level of courts. As they were a creature of statute, their jurisdiction was limited both in monetary amount and the nature of the criminal and civil proceedings. County Court Judges were also Surrogate Court Judges and Local Judges of the Court of Queen's Bench.

Aside from civil and criminal trials, the County Courts enjoyed exclusive jurisdiction (irrespective of monetary amount in such matters as Mechanic Lien Actions, applications for Writs of Possession under the Landlord and Tenant Act, adoptions and guardianships applications under The Child Welfare Act and licence suspension appeals under The Highway Traffic Act). Some felt that it was a misnomer to refer to the trial of criminal proceedings as "speedy" trials.

Being the County Court Judge in Northern Manitoba was always a source of pride to me.

My love of the North was and is well known. If I wasn't in Dauphin, you would find me somewhere in my second home – Flin Flon, Thompson or The Pas. Not only was the North always a challenge and learning experience, which I'm sure it will continue to be, but its awesome beauty still overwhelms me. Its greatest resource is, of course, the people who reside in the North. Some of the finest people I have met happen to live in the North.

The geography of my circuit, as well as the variety of the jurisdiction of the County Court, made for a busy schedule. My circuit extended from McCreary, Manitoba to the Southern boundary of the Northwest Territories. There wasn't a rotating circuit with other judges. As I had the Letters Patent to the Office of County Court for the area involved, as well as the Office of Local Judge of Her Majesty's Court of Queen's Bench, I was expected to handle everything in the area.

Aside from driving to work (approximately 2,000 miles a month), I did not have the luxury of a judgement writing week. Written judgements, when judgements were reserved, took up the slack on evenings and weekends. Since we sat as local judges of the Q.B. and were available for matters of an emergent nature, there were few idle moments.

Earlier, I indicated the greatest resource of the North to be its residents. I, as well as the community, were particularly fortunate to have a corps of dedicated court personnel, officials and employees. Without their continuous conscientious efforts, the legal system wouldn't work.

Equally important, and equally dedicated, were members of the Northern Bar. I reminded them only once that I too lived outside the perimeter. Their problems were mine, and perhaps our combined effort could resolve their concerns.

You know we did.

One of the greatest concerns was the hearing of some matters between court sittings. As a result of the innovativeness of counsel in the North, the hearing of some matters and applications were done by way of telephone, and later, telephone conference calls.

I am sure that counsel in the North will meet future challenges in the administration of justice in the North with equal resolve and success. I wish each of you well in your future endeavours."

SAFE COUNSEL

Members of the profession are reminded that since December, 1995, a number of volunteer lawyers have been available to act as "safe counsel" to individuals concerned that they have been or are being subjected to harassment and/or discrimination within the legal profession as well as to individuals against whom allegations of harassment or discrimination have been made. The role of safe counsel is to act as a resource person and, if necessary, as a support person for these individuals. Safe counsel does not act as legal advisor or advocate in the traditional sense of the word but rather provides information with respect to procedures and the potential consequences of the various options available for dealing with harassment and discrimination.

The services of safe counsel are free of charge and are available to both lawyers and non-lawyers, including clients and legal support staff. Communications with safe counsel are treated as confidential.

The following individuals currently act as safe counsel:

Jennifer A. Cooper, Q.C. 949-1710

Roger B. King, Q.C. 942-3311

William E. Doyle 475-4040

Sandra Phillips 885-5557

Lori C. Ferguson Sain 954-4575

Priti Shah 477-5985

1999 QUEEN'S COUNSEL APPOINTMENTS

Anyone who wishes to make a recommendation for a Queen's Counsel appointment may write to the President of the Law Society, on a private and confidential basis, before November 30, 1999, at the following address:

Bjorn Christianson, Q.C.

President
The Law Society of Manitoba
219 Kennedy Street
Winnipeg, Manitoba
R3C 1S8

IN MEMORIAM

Robert William Law who passed away on June 4, 1999 at the age of 77. Mr. Law was called to the Bar in May, 1949.

Donald Stuart Barber who passed away on June 13, 1999 at the age of 65. Mr. Barber was called to the Bar in September, 1958. He practised law in Winnipeg and Hamiota for nine years and then moved his practice to Edmonton.

Jeffrey Ivan Harasym who passed away on June 23, 1999 at the age of 51. Mr. Harasym was called to the Bar in June, 1973. He practised law in Winnipeg and rural Manitoba.

Communiqué Back Issues

May 1999
January 1999
September 1998
May 1998